

**LOUISIANA BOARD OF VETERINARY MEDICINE
BOARD MEETING
October 4, 2018**

Minutes

I. CALL TO ORDER

Board President, Dr. William H. Green, called the meeting to order at 8:40 a.m.

Alfred Stevens, DVM, new Board member, was introduced and welcomed.

II. ROLL CALL –

Roll call was taken by Board Secretary-Treasurer, Dr. Keri Cataldo, with the following results:

Those present:

William H. Green, DVM	Board President
James R. Corley, DVM	Board Vice President
Keri A. Cataldo, DVM	Board Secretary-Treasurer
Joseph Bondurant, Jr., DVM	Board Member
Alfred G. Stevens, DVM	Board Member
Michael Tomino, Jr.	Board General Counsel
Wendy D. Parrish	Board Executive Director

Absent: None.

Guests: LVMA – Christie McHughes, DVM
LA Dept. of Agriculture – Kevin Finley

III. APPROVAL OF MINUTES

A. Board Meeting August 2, 2018

The Board reviewed the minutes from August 2, 2018. Motion was made to accept the minutes as presented by Corley, seconded by Dr. Cataldo, and passed unanimously by voice vote.

IV. FINANCIAL MATTERS AND CONTRACTS

- A.** Ms. Parrish and Dr. Cataldo presented the financial reports for the months of July and August 2018 for review. Following discussion, motion was made by Dr. Corley to accept the financial reports as presented, seconded by Dr. Bondurant, and passed unanimously by voice vote.
- B. Annual Fiscal Report FY2018**
Ms. Parrish presented the Board's Annual Fiscal Report for review. No action was taken on this item.
- C. FY 2020 Budget Maximum Employee Pay Raise Amount –** Ms. Parrish presented the financial history of maximum employee pay raise amounts for the last sixteen fiscal years. Motion was made by Dr. Corley, seconded by Dr. Cataldo to

allow a maximum employee pay raise amount of 7% as scale for FY2020. Motion passed unanimously by voice vote.

- D. Investigator Contract FY2019 & FY2020 – LJONES CFA, LLC, Investigator –** Ms. Parrish presented the proposed contract with Larry D. Jones d/b/a LJONES CFA, LLC for investigation services for review. No changes were made from previous investigator contract, with a ceiling of \$5,000.00 per year. Motion was made by Dr. Cataldo, seconded by Dr. Bondurant to approve the contract following personal interview with contractor. Motion passed unanimously by voice vote.

V. DVM ISSUES

Motion was made by Dr. Cataldo to go into executive session to discuss confidential matters regarding licensees and applicants not subject to public disclosure as per the law, seconded by Dr. Corley, and passed unanimously by voice vote.

Upon conclusion of executive session, motion was made to return to regular session by Dr. Cataldo, seconded by Dr. Corley, and approved unanimously by voice vote.

- A. Kenneth M. Allan, DVM – Request for Inactive Retired Status –** Following review of the documentation submitted Dr. Allan, motion was made by Dr. Corley, seconded by Dr. Bondurant, to approve Inactive Disabled Status with waiver of CE for Renewal Year 2018-2019. Motion passed unanimously by voice vote.
- B. Edgar J. Baronne, II, DVM – Request for Inactive Retired Status –** Following review of the documentation provided by Dr. Baronne, motion was made by Dr. Corley, seconded by Dr. Bondurant, to approve Inactive Retired Status for Renewal Year 2018-2019 pending submission of 20 approved CE credits per Rule 405 C 2 as the licensee is under 65 years of age. Motion passed unanimously by voice vote.
- C. Darryl L. Dahlquist, DVM – Request for Inactive Retired Status –** Following review of the documentation provided by Dr. Dahlquist, motion was made by Dr. Cataldo, seconded by Dr. Bondurant, to approve Inactive Retired Status for Renewal Year 2018-2019 pending submission of 20 approved CE credits per Rule 405 C 2 as the licensee is under 65 years of age. Motion passed unanimously by voice vote.
- D. Anne T. Kornak, DVM – Request for Inactive Retired Status –** Following review of the documentation provided by Dr. Kornak, motion was made by Dr. Corley, seconded by Dr. Bondurant, to approve Inactive Retired Status for Renewal Year 2018-2019 pending submission of 20 approved CE credits per Rule 405 C 2 as the licensee is under 65 years of age. Motion passed unanimously by voice vote.
- E. Jarred Madden, DVM – Request Waiver of CE Credits (Military) –** Following review of the documentation submitted Dr. Madden, motion was made by Dr. Corley, seconded by Dr. Cataldo, to **approve** waiver of CE credits for Renewal Year 2018-2019. Motion passed unanimously by voice vote.

VI. DVM APPLICANT ISSUES

- A. Caroline Anderson Habrun, DVM – Request Waiver of Retake of National Examination and Preceptorship Requirement –** 2012 graduate of LSU-SVM, licensed in Florida and New Mexico. Following review of the documentation

submitted by Dr. Habrun, motion was made by Dr. Cataldo, seconded by Dr. Corley, to **approve** waiver of retake of the national examination and preceptorship requirements as the documents provided meet the criteria of full-time clinical veterinary practice for the required period of time immediately prior to application. Motion passed unanimously by voice vote.

- B. Krista Michelle Miller, DVM – Request Waiver of Retake of National Examination and Preceptorship Requirement** – 2004 graduate of Mississippi State University College of Veterinary Medicine, licensed in Colorado, Arkansas and Mississippi. Following review of the documentation submitted by Dr. Miller, motion was made by Dr. Corley, seconded by Dr. Cataldo, to **approve** waiver of retake of the national examination and preceptorship requirements as the documents provided meet the criteria of full-time clinical veterinary practice for the required period of time immediately prior to application. Motion passed unanimously by voice vote
- C. Preston Carl Roberts, III, DVM – Request Waiver of Retake of National Examination and Preceptorship Requirement** – 1968 graduate of Texas A&M University, licensed in Arkansas, previously licensed in Louisiana and Colorado. Following review of the documentation submitted by Dr. Roberts, motion was made by Dr. Corley, seconded by Dr. Cataldo, to **defer** consideration of the waiver requests due to insufficient and incomplete documentation regarding employment, until additional information is submitted. Dr. Roberts will be notified of request for additional information. Motion passed unanimously by voice vote.
- D. George Robinson, DVM – Reconsider Request Waiver of Retake of National Examination and Preceptorship Requirement** – 1981 graduate of LSU-SVM, licensed in Ohio, Illinois and many other states, previously licensed in Louisiana. Following review of the additional documentation submitted by Dr. Robinson, motion was made by Dr. Stevens, seconded by Dr. Bondurant to **approve** waiver of retake of the national examination and preceptorship requirements as the documents provided meet the criteria of full-time clinical veterinary practice for the required period of time immediately prior to application. Motion passed unanimously by voice vote, with Dr. Corley recused.
- E. Sonya Lynn Saldana, DVM – Request for Waiver of Retake of National Examination and Waiver of Preceptorship Requirement** – 1987 graduate of Texas A&M University, licensed in Texas. Following review of the documentation submitted by Dr. Saldana, motion was made by Dr. Corley, seconded by Dr. Bondurant, to **defer** consideration of the waiver requests due to insufficient and incomplete documentation regarding Texas licensure and discipline, until additional information is submitted. Dr. Saldana will be notified of request for additional information. Motion passed unanimously by voice vote.
- F. Armando Luis Moya, DVM – Request for Waiver of Preceptorship Requirement** – 2018 graduate of Texas A&M University, licensed in Texas. Following review of the documentation submitted by Dr. Moya, motion was made by Dr. Corley, seconded by Dr. Cataldo, to **defer** consideration of the waiver request due to insufficient and incomplete documentation regarding employment, until

additional information is submitted. Dr. Moya will be notified of request for additional information. Motion passed unanimously by voice vote.

VII. PRECEPTORSHIP ISSUES

A. B&M Consultons Agropecuora Lida (Brazil) – Request for Preceptorship Site Approval – Following review of the practice assessment questionnaire, motion was made by Dr. Corley, seconded by Dr. Cataldo, to **deny** site approval as the site does not meet basic requirements. Motion passed unanimously by voice vote.

VIII. POLICY, PROCEDURE, AND RULES

A. General Update.

1. Acts enacted in the 2018 Regular Legislative Session affecting the certain authority of the Board were discussed. Implementation of the effect of applicable new laws will be instituted by Board.

2. Issue of active state supervision required by *NC Dental* for active market participant board was again discussed. The Board will consider and propose to LDAF a recommendation for active state supervision for specific subject matter per its exclusive regulatory jurisdiction.

3. The Board was contacted by Joelle Vicknair regarding “Betsy’s Law” in New Jersey which requires a veterinary facility to post/display a notice that it does not monitor patients overnight. The Board is of the opinion that the standard of care in a specific case requires a veterinary in Louisiana to properly address this issue, or face potential disciplinary action, on a case by case basis. Ms. Vicknair was thanked for her submission. No action was taken at this time.

B. Policy and Procedure.

1. The Board continues to receive questions on the use of CBD oil, calming agents, and phytocannabinoids in the practice of veterinary medicine. As stated in the June 2018 Minutes, confirmation could not be obtained due to developing authority regarding the possible legality of certain hemp, oil, extracts etc. It must be noted that the Board's administrative jurisdiction is secondary to any other governmental agency's jurisdiction/laws which are primary on CDS issues and/or criminal activity. The subject matter is an admitted legal quagmire by all interested entities at present.

In short, when a specified drug is legally permitted (clearly defined as not a crime by the proper Federal and State authorities) to be purchased/possessed/prescribed/dispensed for animals in Louisiana, then the Board would be in the jurisdictional position to determine if such was within the standard of care to be used on animals and for what diagnoses, etc. via its administrative authority. At that time, the consideration of pertinent research regarding the efficacy of the use of a defined product for a certain diagnosed condition would be paramount prior to the exercise of any decision.

At present, per the Board's administrative jurisdiction, it has decided to not make any statement/post any notice on this subject matter, until such confusion is resolved by the governmental entities with primary

jurisdiction and the results confirmed to the Board's satisfaction.

C. Practice Act, Rules/Related Matters/Declaratory Statements.

1. The Board received various questions regarding various requests for information/medical records production. For example, questions were submitted regarding production of information/medical records to other veterinarians, alleged disputed co-owners, attorneys in civil cases. The consistent response continues to be that, while the Board cannot provide advisory opinions/advice to licensees, the legal and ethical obligation exists for a veterinarian to protect the privacy of the client-patient, including the confidentiality of the medical records and information. However, the disclosure of confidential information is legally permissible if required by law (by court order or statute) applicable in Louisiana or with the consent to do so by the owner (client) or his authorized representative. See Rules 700 (VCPR), 701.B and 1401 which adopts the AVMA's Code of Ethics (Principles II.L and VII). The only exception concluded by the Board is if there is a question whether or not an animal is current on rabies vaccination due to the public policy on the prevention of outbreaks. Furthermore, if there exists a question or dispute regarding the ownership of the property (animal) or the legitimacy of a purported authorized representative of the owner, a court of law with proper jurisdiction will be able to resolve the issue.

2. The Board was contacted regarding the cutting of pills in half. The Board responded that it has secondary jurisdiction on the subject of the query. Primary jurisdiction would be in the hands of the DEA (controlled drugs) and FDA (legend drugs), as well as LA Board of Pharmacy which has state jurisdiction over CDSs and legend drugs. There are rules enforced by these other jurisdictions regarding "adulteration," but the cutting of a tablet does not appear to be within the scope of such subject matter. Most tablets are not coated (prevention of gastric irritation and/or time released) and some are manufactured in sizes that would either overdose or under-dose a certain weight animal and, therefore, must be cut to match the proper dosage for the benefit of the patient. Accordingly, whether the veterinarian cuts the tablet in half or he directs the client to do so, does not, in and of itself, appear to breach the standard of veterinary practice enforced by the Board.

3. The Board was again asked about the tasks and duties an RVT, and lay person, may legally perform. The Board has responded to these questions in the past as submitted by other interested parties, and has been consistent in its response. In short, a VCPR must be first established by the veterinarian with regards to the animal at issue, and other circumstances and factors must be considered if an RVT is allowed to even possess, and then, administer drugs to the patient. Under no circumstances may the RVT act in a sole capacity without the veterinarian who is ultimately responsible for the animal/patient.

Furthermore, the Board has the issues of the lawful tasks/duties of a LA register veterinary technician (RVT) and the lawfully delegated tasks/duties of a lay person under review and consideration at the present time. In the future, a rule-making effort will be conducted by the Board to implement its conclusions regarding this subject matter. However, the law does not allow an RVT or lay person to perform animal diagnosis, the prescribing of treatment or medications, or any surgical procedures. Furthermore, only a LA licensed veterinarian may administer a rabies vaccination. Such cannot be lawfully delegated to an RVT or lay person under any circumstances.

In addition, the LA licensed, supervising veterinarian has the ultimate responsibility for the proper diagnosis and treatment of the animal, including the tasks/duties delegated to the RVT or lay person, and will be held accountable by the Board. The RVT is also personally responsible for her own acts/omissions in the practice pursuant to her RVT registration issued by the Board.

4. The Board received a question from a veterinarian regarding what constitutes the abandonment of an animal/patient at the facility. In the scenario presented, the patient was presented and treated, and the owner/presenting person is no where to be found. While the Board cannot legally provide advisory opinions, it has been consistent in its response that the veterinary-client-patient relationship (VCPR) must be established which it has been per the scenario presented. The Board has concluded that with regards to a true emergency condition presented, the veterinarian is legally/ethically obligated to stabilize the patient without regards to prior payment. "True emergency condition" and "stabilize" are fact sensitive in a given matter. It is further the veterinarian's obligation to relieve pain and suffering, which does include humane euthanasia. With regards to general anesthesia for surgery and euthanasia, the Board suggests a review of Rule 1039 regarding client consent which may be found on the Board's website. The LA statute on abandonment/lack of payment is a "legal privilege" under the law which means it is "strictly construed." Accordingly, the elements of the procedure must be followed to the letter of the law. Therefore, it is respectfully suggested that the inquiring veterinarian in this case should perhaps contact his civil attorney regarding the requirements of the statute regarding notice. Should a complaint later be filed with the Board by the client against him, the issue of compliance will be under review and he will be requested to respond per protocol. The abandonment/lack of payment statute may also be found on the Board's website.

5. The Board received a question from a veterinarian regarding vaccination logs and the computerization of medical records. A medical record, for Board jurisdictional purposes, must be maintained for five (5) years since the last time the patient was provided veterinary

care. Please keep in mind that the maintenance of and production of medical records are intended to benefit the patient (and subsequent attending veterinarians), as well as for the veterinarian accused of wrongdoing in a complaint filed with the Board to be able to defend herself, and for the Board to determine what ultimately occurred in such a scenario from a regulatory standpoint. And, of course, to be used by and to the benefit of the attending veterinarian actually making the medical record for the patient.

Rule 712A.1 regarding Record Keeping states that "the documentation standards set forth above do not mandate a particular format, however, a record must include these elements, as well as any other documents required by law or the Board's rules." With regards to vaccinations, current compliance with record-keeping standards will not change merely due to the use of computer technology over pen/paper format. Such current standards will still have to be complied with pursuant to the law.

While the specific question seems to focus on vaccinations, there are other issues regarding computerization of records and the ability to produce a defensible record of care provided. For example, with regards to use of an electronic signature for surgery consent forms, attention was directed to a December/Fall 2013 Board Newsletter article for direction which can be found on the Board's website. The Newsletter is sent to all veterinarians and interested persons.

6. The Board received a question from a registered veterinary technician (RVT) student at an accredited institution in Louisiana regarding participating in the Board's course for certification as an animal euthanasia technician (CAET). She was notified that she may take the Board's approved CAET course at an upcoming sitting once she has met the criteria for qualification, for example application, fees, etc. As with all applicants, she will be required to successfully pass the course in order to obtain a certification.

Only one active certification will be issued by the Board to a CAET at any one time, and the animal control shelter or veterinary facility at which she is employed is clearly set forth on the certificate for regulatory purposes and per policy. Should she change places of employment, then the current certification is surrendered and a new one is provided with the new shelter/facility stated thereon.

However, since she is not actually practicing at a facility, her certificate will be marked with the following : "Not able to practice without a work site/status first approved by the LBVM", until she is contracted with or employed by a facility to practice as a CAET. Should such work status be sought/accomplished, she will need to first contact the Board office with the information and a request for a new certificate

with the proper wording of the approved practice facility/site before she actually practices as a CAET. Once employed in such capacity at a practice facility, she may only chemically euthanize at the facility site and cannot go to the client/patient's home to perform such service. Only a licensed veterinarian may perform euthanasia in client/patient's home.

She was also informed that once issued, in order to keep her certification current, regardless of her work status, she will need to comply with all requirements for annual renewal, including timely obtaining approved continuing education courses, renewal application, fees, etc. In short, she will need to comply with all of the requirements set forth in the LA Veterinary Practice Act and the Rules, beginning at 1201, et seq., which can be found on the Board's website.

It is also noted that per Rules 1200 and 702, an RVT may only perform chemical euthanasia and/or pre-euthanasia chemical restraint under the supervision of a LA licensed veterinarian; however, a CAET does not need such veterinarian supervision for chemical euthanasia and/or preeuthanasia chemical restraint.

7. As addressed in the August 2018 Minutes, the Board was contacted by Dr. Ray Hyde regarding a LA resident attending his equine dentistry technician school, American School of Equine Dentistry (ASED). He was informed that the Veterinary Medical Practice Act, Section 1561, et seq., addresses registered equine dentists (REDs) regarding qualifications, registration, duties, and disciplinary issues. It was noted that the PA/law enacted by the LA Legislature limited the number of REDs through the stringent qualifications needed for registration.

However, the PA/law does provide for the creation/use of a lay equine dentist per the rule-making authority of the Board. He was directed to the Rules (1501, et seq.) promulgated by the Board regarding REDs, and more specifically, lay equine dentists (created by Rule 1515.F). These Rules may also be found on the Board's website.

Rule 1515.F asserts that "with proper training and under the direct supervision of a licensed veterinarian" certain described duties may be performed by a lay equine dentist. With regards to the "proper training" the Board accepts the education/training provided by the LSU-School of Veterinary Medicine, an AVMA accredited institution. Such training/education program is provided once per year and is generally a two (2) day program.

The Board requested information from him regarding the program at the American School of Equine Dentistry (ASED) General information regarding ASED and its program would be helpful in the Board's review, including a copy of the curriculum and the CVs of the

instructors, as well as whether the program/school is accredited and by whom. To date, the Board has not heard back from Dr. Hyde.

8. The Board was contacted by a representative of the Illinois Federation of Humane Societies regarding the provision of a course which provides training for Euthanasia By Injection for certification purposes in Illinois. A request was made for curriculum approval in Louisiana. The representative was notified that pursuant to its legal authority in Louisiana, the Board proctors its own course for certification with assistance from the LA Board of Pharmacy and the DEA. Materials were submitted by IFHS regarding the program and are under review by Dr. Keri Cataldo, Board member, who proctors the LA program and Wendy Parrish, Board Executive Director, and report to the Board.

9. The Board was contacted by an out of state veterinarian (non-Louisiana licensed) with a question regarding providing consultation as a Certified Aquatic Veterinarian licensed in Florida (#2977) and Texas (#13707) in this state without the need for LA licensure. She was informed that pursuant to the Louisiana Veterinary Practice Act, more particularly, LRS 37:1513(4)(a), the practice of veterinary medicine means "to diagnose, treat, correct, change, relieve, or prevent animal disease, deformity, defect, injury or other physical or mental conditions;...or to render advice or recommendation with regard to any of the above." Section 1514 of the Practice Act also states that no person shall practice veterinary medicine in the state who is not a veterinarian licensed by the Board.

However, in reviewing the legal authority and her description of the services provided (*development of a biosecurity plan for their facility, the purpose of which is to provide a written protocol defining potential areas of disease introduction, how to deal with fish disease outbreaks, employee guidelines, etc.*), the Board is of the opinion that she is not technically practicing veterinary medicine, but rather providing advice or consultation regarding management practice. In short, she will not be practicing veterinary medicine, such as providing a diagnosis and/or treatment plan, for which a license to practice veterinary medicine issued by the Board is legally required. Motion by Dr. Corley, seconded by Dr. Bondurant, and unanimously approved by the Board.

IX. CONTINUING EDUCATION ISSUES

A. MedVet Live Lecture, Live Video Conference, Live Lecture Via Video Conference – Following review of the continuing education modalities of MedVet programs, motion was made by Dr. Bondurant, seconded by Dr. Cataldo, that all video, either live lecture via video or live video conference, are deemed online/compendium presentations with a cap of 10 CE credits per renewal year for LA DVM CE credit. Motion passed unanimously by voice vote.

B. Power of Ten (LVMA) – Request for DVM CE Credits – Following review of the proposed September 10, 2018 presentation, motion was made by Dr. Bondurant,

seconded by Dr. Cataldo, to accept the 3 CE credit hours for the LASART portion of the program for LA DVMS, with timely review of the programs on a case-by-case basis in the future. Motion passed unanimously by voice vote, with Dr. Corley recused.

X. MISCELLANEOUS MATTERS

A. New Licenses and Certificates Issued:

Wall certificates were presented for signature for the following licenses/certificates issued since the previous Board meeting:

DVM

3597	Kepler	Darin Robert
3598	Palmisano	Mia
3599	Vizelberg	Maxbetter Solomon
3600	Aspros	Douglas George
3601	Garzotto	Arielle Pfeffer
3602	McNeil	Joshua Garrett
3603	Putnam	Melissa Ann
3604	Bianco	Noah Baucom
3605	Bender	Carolyn Ann
3606	Bird	Anna Hayley
3607	McDonald	Brittney Danne
3608	McKenna	Brianna Christine
3609	Anderson	Hallie Melissa
3610	Brown	Holly Rebecca
3611	Smith	Richard Todd
3612	Ghere	Taylor Christine
3613	Strickland	Carrie Anne
3614	Lee	Jordan Claire

Faculty DVM

143	Halasz	Alexandra
144	Zimmerman	Kelley Michelle
145	Patton	Molly Elizabeth
146	Selting	Kimberly Anne
147	Withers	Sita Selina

RVT

8421	Dean	Ariel Hope
8422	White	Jennifer Marie
8423	Amato	Bryan Henry
8424	Broussard	Rebecca Marie
8425	Cicccone	Christa Madonna
8426	Dornier, V	Joseph Barthelette
8427	Fanguy	Heather Wolfe
8428	Krantz	Ashlee Marie
8429	McDaniel	Taylor Brooke
8430	Perez Menjivar	Jacqueline Denise
8431	Sanders	Casey Nicole
8432	Savoie	Chelsea Edwards

8433	Suchman	Emily Marion
8434	Thibodeaux	Courtney Paige
8435	Antee	Elizabeth Christina
8436	Beavers	Shelby Lyn

CAET

9170	Rodriguez	Bonnie Ann
9292	Bourque	Lynn N.
9868	DeBenedetto	Laci Elizabeth
9869	Gully	Justin Cade
9870	Jenkins	Jennifer L.
9871	Smith	Angela Marie
9872	Verberne	Carrie Ellen
9873	White	Jennifer M.
9874	Authement	Addison Christine
9875	DeJong	Sadie Lynn
9876	Harrison	Joshua David
9877	Jim	Garren Keith
9878	Wilbert	Catherine A.
9879	Tumlison	Kimberlie S.
9880	Hulin	Hansel Christopher
9881	Valin	Samantha Anne
9882	Richardson	Cody Edwin

B. Proposed 2019 Board Meeting Dates – Ms. Parrish presented proposed Board meeting dates for 2019. Motion was made by Dr. Corely, seconded by Dr. Bondurant, to accept the proposed dates as presented to be printed in the Board’s 2018 newsletter and published in the *Louisiana Register*, which dates are February 7, April 4, June 6, August 1, October 3, December 5, 2019. Motion passed unanimously by voice vote.

C. Update on Licensing Renewals and Faculty Licensure – Ms Parrish presented statistics on the recent renewal applications. No action was taken on this item.

D. AAVSB 2018 Convention Report – Dr. Cataldo presented review of topics and discussions from the 2018 AAVSB meeting in Washington, DC. No action was taken on this item.

XI. EXECUTIVE SESSION

Motion was made by Dr. Cataldo to go into executive session to discuss issues and receive legal advice regarding potential contested matters and personnel matters, seconded by Dr. Corley, and passed unanimously by voice vote. Upon conclusion of discussion of the issues, motion was made to return to regular session by Dr. Cataldo, seconded by Dr. Corley, and approved unanimously by voice vote.

A. No action taken.

XII. ADJOURN

There being no further business before the Board, motion was made by Dr. Corley, seconded by Dr. Bondurant, and passed unanimously by voice vote to adjourn. The meeting was adjourned at 3:10 p.m.

MINUTES REVIEWED AND APPROVED BY FULL BOARD on December 6, 2018.

Keri Cataldo, DVM, Board Secretary-Treasurer